



Sexual Misconduct Consulting & Investigations: Academic Institutions

Sexual misconduct in our nation's high schools, colleges and universities is a problem of epidemic proportion. According to the National Institute of Justice, an astonishing 20% of women and 6% of men will fall victim to a completed or attempted sexual assault while in college. In just one year, 2009, college campuses reported nearly 3,300 forcible offenses as defined by the Clery Act. The statistics for our high schools are equally shocking. According to the U.S. Departments of both Education & Justice, in calendar year 2007-2008, there were 800 reported rapes and attempted rapes and 3,800 reported incidents of other forms of sexual battery in the nation's public high schools. And if private secondary schools were also required to report their sexual assault statistics, these numbers for the nation's high schools would be even higher. Finally, and perhaps most disturbing of all, the Department of Justice says that 95% of sexual assaults will not be reported to campus officials or the police!

In response to these "deeply troubling" statistics, the U.S. Department of Education, Office of Civil Rights (OCR), in its letter dated April 4, 2011, has put out a "call to action for the nation" listing many new rules and guidelines with which colleges and universities must comply or risk losing Federal funding. Now more than ever, our nation's academic institutions need to reassess how they handle the education, training and investigation of sexual misconduct allegations.

To assist them in these tasks, T&M Protection Resources, a global security and investigations firm, established a new business division that provides consulting, training and investigations of sexual misconduct issues and allegations for schools and businesses throughout the nation and has hired the nation's preeminent expert in this field to lead it. T&M's Sexual Misconduct Consulting & Investigations division is led by Lisa M. Friel, the former chief of the Sex Crimes Prosecution Unit for the New York County District Attorney, where, for 25 years, she investigated and supervised thousands of cases involving sexual assault and harassment, stalking, workplace violence, internet predators, unlawful surveillance and child pornography. Ms. Friel possesses the valuable combination of investigative skill, legal expertise and common sense so critical to examining all aspects of sexual misconduct.

"Raised" in the nation's pre-eminent District Attorney's Office, where "doing the right thing" was always the guiding principle, Ms. Friel spent over two decades letting the facts dictate the outcome of an investigation, whether that be to pursue or drop charges against an accused. She is thus uniquely qualified to conduct independent and fair investigations in this area, the results of which will enable academic institutions to make better-informed decisions as to the appropriate outcome of sexual misconduct allegations. Also, during her 25 year tenure at the New York County District Attorney's Office, Ms. Friel provided education and training to thousands of attorneys, law enforcement personnel, health care professionals, students, faculty, administrators and parents. She also wrote and assisted in drafting many laws, policies and procedures. She is therefore extremely well qualified to provide training and education, as well as to review sexual misconduct protocols on the nation's campuses. Her expertise in this area will assist schools in enhancing safety, improving the quality of sexual misconduct investigations, reducing the risks of expensive and reputation-damaging lawsuits, mitigating damages in those lawsuits that get filed and overall, strengthening a school's public image with regard to its handling of sexual misconduct on campus.



Under Ms. Friel's direction, T&M's Sexual Misconduct Consulting & Investigations division can:

- Thoroughly analyze existing training programs, policies and procedures and provide recommendations for improvement with the goal of achieving not just compliance with Title IX, but a “gold standard;”
- Develop and enhance training, education and prevention programs, customized, as appropriate, for administrators, students, faculty, managers, first responders, clergy, health, human resource and security professionals, counselors and Title IX coordinators;
- Evaluate past responses to incidents or claims of sexual misconduct and provide recommendations for improved handling of responses in the future;
- Engage in sensitive and skilled investigations of sexual misconduct claims, including interviews, gathering of evidence and preparation for adjudication;
- Provide expert advice to school personnel and their attorneys who are handling cases involving allegations of sexual misconduct;
- Offer specific and integrated steps to enhance reporting and response, improve safety, reduce financial liabilities, avoid scandal and rebuild trust with institutional stakeholders and with the public; and
- Serve as an outside monitor to ensure a school's on-going compliance with its own protocols and procedures and efforts to reduce sexual misconduct on campus.

The Sexual Misconduct Consulting & Investigations division is supported by T&M's comprehensive portfolio of security and investigative capabilities, including a state-of-the-art Command Center to provide 24/7 intake of incidents and provide appropriate follow-up and response; a sophisticated Data Forensics division with in-house facilities to capture, recover and analyze data on cell phones, computers and other digital devices; a Corporate Investigations & Risk Management division to provide thorough and reliable background information; and an expert Private Investigations division to provide related investigative expertise as required.

With so much at stake, academic institutions need to provide improved education and training regarding the laws governing sexual harassment and assault and reduce such incidents on campus. They need to better educate and train their personnel to respond properly when incidents are reported in order to mitigate the risks inherent in the consequences of a mishandled response. And they must handle allegations of sexual misconduct promptly, sensitively and, above all, with expertise, the expertise that T&M's Sexual Misconduct Consulting & Investigations division can provide. Anything less than a “gold standard” of diligence puts at risk the safety, reputation and financial security of the people and institutions involved.

For more information, please contact:

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